



**U.S. Customs and
Border Protection**

Pathways Programs

RECENT GRADUATE PROGRAM FACT SHEET

INTRODUCTION

The Recent Graduate program gives recent graduates from qualified institutions developmental experience working with the Federal Government. Applicants must apply within two years of degree or certificate. Successful applicants are placed in a developmental program with the potential to lead to a career in the Federal Government. The program lasts for one year.

ELIGIBILITY

- Graduation within the previous two years, a qualifying associates, bachelors, masters, professional, doctorate, vocational or technical degree, or certificate from a qualifying educational institution
- Veterans who can show proof of qualifying service for veterans' preference and were unable to apply within two years of receiving their degree, due to military service obligation, have up to six years after degree completion to apply. CBP must sign a Participant Agreement with the intern that sets forth the expectations for the internship
- An intern's job should relate to the intern's academic or career goals

PROGRAM ADMINISTRATION

- Appointments for Recent Graduates may be made to any advertised positions for which candidates qualify, up to the GS-09 grade level. Exceptions can be made for science, technology, engineering, or mathematics positions. Interns may work part- or full-time
- CBP must sign a Participant Agreement with the Recent Graduate that sets forth the expectations for the program
- An intern's job should relate to the intern's academic or career goals

TRAINING AND DEVELOPMENT

- Mentorship throughout the program
- Individual Development Plan to create and track the Recent Graduate's career planning, professional development, and training activities
- At least 40 hours of formal, interactive training each year of the program
- Opportunity for career advancement

AFTER PROGRAM COMPLETION

- Recent Graduates may be converted to a permanent position
- To be eligible for conversion, Recent Graduates must have:
 - » Successfully completed at least one year of continuous service in addition to all requirements of the program;
 - » Demonstrated successful job performance; and
 - » Meet the qualifications for the position to which the Recent Graduate will be converted

For more information about employment opportunities, visit [CBP.GOV/CAREERS](https://www.cbp.gov/careers) or e-mail CBPPathwaysPrograms@cbp.dhs.gov.

Must be a U.S. Citizen to apply.